

# Employment Claims Tracking

(an overview of the ect project)

Presented by the  
Department of Personnel & Administration  
Division of Human Resources  
Risk Management Office

# What?

- ECT (reporting situations with employment claim potential) is a statutory requirement (24-30-1501)
  - Mandatory in 2001
    - Legislative Audit Committee
- Risk Involvement
  - Assess severity
  - Monitor status
  - Recommend intervention
    - CSEAP, ADR
- Red Flags
  - Discrimination, Retaliation, Due Process, Hostile Work Environment

# Who?

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- **Identification**

- **Everyone is a Risk Manager**

- Opportunity to improve a bad situation
    - Prevent strife related to litigation

- **Reporting**

- **Appointing Authority**

- or Designee
    - HR staff is natural information conduit

# Why?

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- **Time = Money**
  - Early Identification = Cost Prevention
- **15 yrs. of liability claims = \$73 Million**
  - Employment Claims & Litigation
    - 27% of total (\$20M) = 67% of federal
- **Allocation methodology**
  - Impacts every department budget